

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

SB 705

December 15, 2015

SUMMARY OF BILL: Removes the deadline specified in the Healthy Workplace Act (HWA) for the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) to create a model policy for employers to prevent abusive conduct in the workplace, but requires TACIR to submit the model policy to the General Assembly for ratification by joint resolution no later than March 16, 2017. Authorizes employers to adopt the model policy ratified by the General Assembly. Makes the immunity provision for employers specified in the HWA contingent upon employers adopting and reasonably enforcing the model policy ratified by the General Assembly.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Pursuant to Public Acts 2014, Public Chapter 997, the model policy was to be implemented by March 1, 2015, as part of the Healthy Workplace Act (HWA).
- TACIR has created the model policy required of the HWA; therefore any fiscal impact to remove the deadline for creating the model policy is considered not significant.
- Any cost incurred by TACIR to submit the model policy to the General Assembly for ratification is estimated to be not significant because copies of the policy can be submitted to members and staff electronically.
- The General Assembly can ratify the model policy by joint resolution during the regularly scheduled legislative session; therefore, any cost is estimated to be not significant.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The HWA currently includes an immunity provision for employers that adopt the model policy created by TACIR. This bill makes the immunity provision contingent upon an

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employer adopting the model policy ratified by the General Assembly and reasonably enforcing such policy. Any impact to commerce as a result of employers adopting the model policy ratified by the General Assembly, rather than the model policy created by TACIR, is expected to be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "Krista M. Lee" followed by a small, stylized monogram or initials "RNC".

Krista Lee, Executive Director

/amj